

TABLE 4.4

SNET
POSTRETIREMENT HEALTH
ACTUARIAL VALUATION

Annual Rates Of Employee Separation From Service
Before Eligibility For Service Retirement

Female Employees

Management

Service in years t	Rates Of Separation During Year t + .5 to t + 1.5 For Employees Entering Service At Specimen Ages							
	15	20	25	30	35	40	45	50
0	.095	.095	.094	.092	.088	.084	.080	.080
1	.083	.082	.077	.072	.068	.064	.064	.066
2	.070	.069	.065	.057	.047	.039	.033	.032
3	.058	.058	.056	.046	.029	.025	.027	.032
4	.050	.051	.052	.038	.020	.019	.021	.031
5	.042	.044	.047	.032	.017	.014	.016	.030
6	.040	.040	.042	.027	.015	.013	.014	.029
7	.040	.038	.031	.024	.015	.013	.013	.022
8	.039	.034	.024	.017	.015	.013	.013	.025
9	.036	.030	.021	.014	.014	.013	.013	.030
10	.034	.027	.018	.013	.014	.014	.014	.030
11	.030	.023	.016	.010	.013	.014	.015	.030
12	.026	.020	.016	.010	.011	.015	.016	.030
13	.023	.019	.015	.010	.010	.016	.016	.030
14	.020	.018	.014	.010	.009	.016	.020	
15	.017	.016	.013	.010	.010	.017	.022	
16	.013	.012	.012	.009	.011	.017	.023	
17	.011	.010	.010	.009	.011	.017	.024	
18	.009	.009	.009	.009	.012	.017	.027	
19	.007	.008	.009	.009				
20	.007	.008	.009	.010				
21	.007	.008	.009	.011				
22	.007	.007	.008	.011				
23	.007	.007	.008	.012				
24	.007	.007						
25	.007	.007						
26	.006	.007						
27	.006	.008						
28	.006	.008						

Source: Industry-wide Management Experience 1975-1978.

Note: Based on separations for all causes.

TABLE 5.1

**SNET
POSTRETIREMENT HEALTH
ACTUARIAL VALUATION**

Annual Rates Of Retirement On Service Pension

Male Employees

Nonmanagement

Service in years t	Rates Of Retirement During Year t + .5 to t + 1.5 For Employees Entering Service At Specimen Ages							
	15	20	25	30	35	40	45	50
14								.5000
15								.3000
16								.3000
17								.3000
18								.3000
19					.0550	.0900	.5000	.9903
20					.0420	.0650	.3000	
21					.0300	.2090	.3000	
22					.0330	.2790	.3000	
23					.0410	.2060	.3000	
24			.0160	.0330	.0440	.5000	.9903	
25			.0150	.0260	.0560	.3000		
26			.0160	.0280	.2270	.3000		
27			.0170	.0360	.2930	.3000		
28			.0190	.0430	.2200	.3000		
29	.0210	.0280	.0320	.0500	.5000	.9903		
30	.0180	.0195	.0390	.0700	.3000			
31	.0195	.0270	.0430	.2540	.3000			
32	.0210	.0345	.0460	.3190	.3000			
33	.0225	.0390	.0540	.2350	.3000			
34	.0255	.0460	.0670	.5000	.9903			
35	.0270	.0530	.0880	.3000				
36	.0315	.0590	.2850	.3000				
37	.0375	.0640	.3540	.3000				
38	.0405	.0730	.2520	.3000				
39	.0520	.0910	.5000	.9903				
40	.0580	.1080	.3000					
41	.0620	.3300	.3000					
42	.0680	.3930	.3000					
43	.0790	.2720	.3000					
44	.0980	.5000	.9903					
45	.1160	.3000						
46	.3510	.3000						
47	.4110	.3000						
48	.2830	.3000						
49	.5000	.9903						
50	.3000							
51	.3000							
52	.3000							
53	.3000							
54	.9903							

Source: Industry-wide Nonmanagement Experience 1975-1978.

TABLE 5.2

**SNET
POSTRETIREMENT HEALTH
ACTUARIAL VALUATION**

Annual Rates Of Retirement On Service Pension

Female Employees

Nonmanagement

Service in years t	Rates Of Retirement During Year $t + .5$ to $t + 1.5$ For Employees Entering Service At Specimen Ages							
	15	20	25	30	35	40	45	50
14								.5000
15								.3000
16								.3000
17								.3000
18								.3000
19					.1830	.2500	.5000	.9949
20					.1090	.1260	.3000	
21					.0950	.2840	.3000	
22					.0950	.3030	.3000	
23					.0980	.2640	.3000	
24			.0900	.1300	.1070	.5000	.9949	
25			.0510	.0850	.1100	.3000		
26			.0520	.0900	.2880	.3000		
27			.0550	.0950	.3100	.3000		
28			.0580	.1000	.2700	.3000		
29	.0600	.0780	.0800	.1110	.5000	.9949		
30	.0510	.0550	.0870	.1160	.3000			
31	.0510	.0650	.0930	.2960	.3000			
32	.0530	.0700	.0990	.3220	.3000			
33	.0588	.0830	.1050	.2790	.3000			
34	.0650	.0990	.1180	.5000	.9949			
35	.0710	.1040	.1260	.3000				
36	.0790	.1100	.3120	.3000				
37	.0860	.1140	.3460	.3000				
38	.0960	.1200	.2930	.3000				
39	.1170	.1320	.5000	.9949				
40	.1160	.1430	.3000					
41	.1210	.3400	.3000					
42	.1270	.3810	.3000					
43	.1330	.3120	.3000					
44	.1460	.5000	.9949					
45	.1550	.3000						
46	.3660	.3000						
47	.4080	.3000						
48	.3280	.3000						
49	.5000	.9949						
50	.3000							
51	.3000							
52	.3000							
53	.3000							
54	.9949							

Source: Industry-wide Nonmanagement Experience 1975-1978.

TABLE 5.3

**SNET
POSTRETIREMENT HEALTH
ACTUARIAL VALUATION**

Annual Rates Of Retirement On Service Pension

Male Employees

Management

Service in years t	Rates Of Retirement During Year $t + .5$ to $t + 1.5$ For Employees Entering Service At Specimen Ages							
	15.	20	25	30	35	40	45	50
14								.5000
15								.3000
16								.3000
17								.3000
18								.3000
19					.0600	.0860	.5000	.9903
20					.0360	.0500	.3000	
21					.0320	.1350	.3000	
22					.0340	.2110	.3000	
23					.0410	.1680	.3000	
24			.0160	.0310	.0630	.5000	.9903	
25			.0150	.0260	.0720	.3000		
26			.0160	.0340	.1860	.3000		
27			.0180	.0460	.2610	.3000		
28			.0210	.0610	.2180	.3000		
29	.0130	.0130	.0340	.0970	.5000	.9903		
30	.0120	.0130	.0410	.1260	.3000			
31	.0120	.0180	.0480	.2350	.3000			
32	.0120	.0220	.0630	.3070	.3000			
33	.0140	.0240	.0810	.2640	.3000			
34	.0150	.0530	.1170	.5000	.9903			
35	.0160	.0620	.1610	.3000				
36	.0190	.0710	.2700	.3000				
37	.0240	.0900	.3400	.3000				
38	.0270	.1100	.2890	.3000				
39	.0740	.1480	.5000	.9903				
40	.0850	.1960	.3000					
41	.0950	.3030	.3000					
42	.1140	.3620	.3000					
43	.1420	.2970	.3000					
44	.1800	.5000	.9903					
45	.2200	.3000						
46	.3260	.3000						
47	.3740	.3000						
48	.3030	.3000						
49	.5000	.9903						
50	.3000							
51	.3000							
52	.3000							
53	.3000							
54	.9903							

Source: Industry-wide Management Experience 1975-1978.

TABLE 5.4

**SNET
POSTRETIREMENT HEALTH
ACTUARIAL VALUATION**

Annual Rates Of Retirement On Service Pension

Female Employees

Management

Service in years t	Rates Of Retirement During Year $t + .5$ to $t + 1.5$ For Employees Entering Service At Specimen Ages							
	15	20	25	30	35	40	45	50
14								.5000
15								.3000
16								.3000
17								.3000
18								.3000
19					.1800	.3540	.5000	.9949
20					.1260	.1360	.3000	
21					.1260	.2850	.3000	
22					.1290	.3240	.3000	
23					.1330	.2700	.3000	
24			.0610	.1040	.1340	.5000	.9949	
25			.0400	.0960	.1460	.3000		
26			.0420	.1210	.2870	.3000		
27			.0460	.1290	.3270	.3000		
28			.0470	.1310	.2770	.3000		
29	.0400	.0450	.0690	.1390	.5000	.9949		
30	.0290	.0320	.0790	.1610	.3000			
31	.0340	.0400	.1010	.2900	.3000			
32	.0380	.0440	.1250	.3350	.3000			
33	.0460	.0460	.1340	.2920	.3000			
34	.0490	.0930	.1520	.5000	.9949			
35	.0520	.1010	.1810	.3000				
36	.0540	.1200	.3000	.3000				
37	.0560	.1320	.3490	.3000				
38	.0590	.1360	.3150	.3000				
39	.1030	.1640	.5000	.9949				
40	.1160	.2040	.3000					
41	.1290	.3200	.3000					
42	.1350	.3750	.3000					
43	.1450	.3440	.3000					
44	.1740	.5000	.9949					
45	.2120	.3000						
46	.3490	.3000						
47	.3980	.3000						
48	.3680	.3000						
49	.5000	.9949						
50	.3000							
51	.3000							
52	.3000							
53	.3000							
54	.9949							

Source: Industry-wide Management Experience 1975-1978.

TABLE 6.1

**SNET
POSTRETIREMENT HEALTH
ACTUARIAL VALUATION**

Annual Rates Of Mortality Among Active Employees

Management and Nonmanagement

Age x	Rates of Mortality During Year of Age x + .5 to x + 1.5		Age x	Rates of Mortality During Year of Age x + .5 to x + 1.5	
	Male	Female		Male	Female
15	.0011	.0003	43	.0021	.0013
16	.0011	.0003	44	.0024	.0015
17	.0011	.0003	45	.0027	.0017
18	.0011	.0003	46	.0030	.0019
19	.0010	.0003	47	.0034	.0021
20	.0010	.0003	48	.0038	.0022
21	.0009	.0003	49	.0041	.0024
22	.0009	.0004	50	.0045	.0025
23	.0008	.0004	51	.0050	.0026
24	.0008	.0004	52	.0055	.0027
25	.0008	.0004	53	.0061	.0030
26	.0008	.0004	54	.0068	.0033
27	.0008	.0004	55	.0075	.0037
28	.0007	.0005	56	.0083	.0040
29	.0007	.0005	57	.0092	.0044
30	.0007	.0006	58	.0102	.0049
31	.0007	.0006	59	.0111	.0053
32	.0007	.0007	60	.0121	.0058
33	.0007	.0007	61	.0132	.0063
34	.0008	.0008	62	.0143	.0068
35	.0008	.0008	63	.0154	.0074
36	.0009	.0008	64	.0165	.0080
37	.0011	.0009	65	.0177	.0086
38	.0012	.0009	66	.0190	.0093
39	.0013	.0010	67	.0202	.0101
40	.0015	.0010	68	.0215	.0110
41	.0016	.0011	69	.0228	.0119
42	.0018	.0012			

Source: Industry-wide experience 1973-1977.

TABLE 6.2

**SNET
POSTRETIREMENT HEALTH
ACTUARIAL VALUATION**

Annual Rates Of Mortality For Service Pensioners

Management and Nonmanagement

Age x	Rates of Mortality During Year of Age x + .5 to x + 1.5		Age x	Rates of Mortality During Year of Age x + .5 to x + 1.5	
	Male	Female		Male	Female
45	.0530	.0200	78	.0660	.0400
46	.0480	.0180	79	.0720	.0440
47	.0440	.0170	80	.0780	.0480
48	.0400	.0150	81	.0840	.0530
49	.0360	.0140	82	.0900	.0600
50	.0320	.0130	83	.0980	.0680
51	.0290	.0120	84	.1080	.0760
52	.0260	.0110	85	.1190	.0880
53	.0240	.0100	86	.1320	.0970
54	.0220	.0100	87	.1450	.1060
55	.0210	.0090	88	.1570	.1170
56	.0200	.0090	89	.1730	.1270
57	.0190	.0090	90	.1870	.1390
58	.0180	.0090	91	.2020	.1510
59	.0180	.0090	92	.2170	.1650
60	.0180	.0090	93	.2330	.1800
61	.0180	.0090	94	.2480	.1970
62	.0180	.0100	95	.2650	.2160
63	.0190	.0100	96	.2820	.2370
64	.0200	.0110	97	.3000	.2580
65	.0210	.0120	98	.3190	.2800
66	.0220	.0120	99	.3400	.3050
67	.0240	.0130	100	.3630	.3320
68	.0260	.0150	101	.3880	.3610
69	.0280	.0160	102	.4150	.3940
70	.0310	.0180	103	.4470	.4300
71	.0340	.0200	104	.4860	.4700
72	.0370	.0220	105	.5340	.5190
73	.0410	.0250	106	.5870	.5750
74	.0460	.0270	107	.6500	.6350
75	.0500	.0300	108	.7320	.7030
76	.0550	.0340	109	.8520	.8060
77	.0600	.0370	110	.9999	.9999

For ages prior to 45, the mortality rate is assumed constant at that age value.

Source: Experience of Industry-wide service pensioners 1978-1981.

ATTACHMENT F

3 PAGES

THE SOUTHERN NEW ENGLAND TELEPHONE COMPANY
RETIREMENT HEALTH BENEFITS - PLAN PROVISIONS

(See Response to Para. 26)

RETIREMENT HEALTH BENEFITS

Amount of Company Contributions

Effective March 31, 1995, the SNET Medical Plan for Retirees (the "Plan") shall be amended for all employees who retired (as defined under the Plan) from the Company on or after January 1, 1990 to provide that the amount of the Company contribution for coverage (in accordance with terms and provisions set forth herein) of a retired full-time employee under such Plan shall be increased to the amounts as reflected below:

- (i) Retired employees under age 65 - single coverage:
\$3,300 per year.
- (ii) Retired employees under age 65 - joint coverage:
\$6,800 per year.
- (iii) Retired employees age 65 and over - single coverage:
\$775 per year.
- (iv) Retired employees age 65 and over - joint coverage:
\$3,300 per year.

The amount of the Company contribution for coverage (in accordance with terms and provisions set forth herein) of a retired part-time employee shall be adjusted to be consistent with the amount of the Company contribution on behalf of such individual while an active employee.

Payment of Retired Employee Contribution

The amount of retired employee contribution, if any, in excess of the Company contribution, as set forth above, shall be payable by the retired employee and shall vary based on whether the retired employee is under or over age 65 and elects single or joint health coverage in accordance with the 1989 Bargaining Agreement. In accordance with Internal Revenue Code Section 401(a)(13), if the employee has not received his or her pension benefits in a single lump sum, such required retired employee contribution may be deducted from the retired employee's monthly pension benefit for coverage under the Plan (unless the employee elects to waive contributory coverage). Notwithstanding any other provision herein, no retired employee shall be required to make a contribution towards the costs of obtaining coverage under the Plan prior to July 1, 1996; provided, however, that retired employees electing HMO coverage and retired part-time employees will continue to be required to make contributions for coverage, as applicable under the rules in effect as of December 31, 1989, as they may change from time to time.

Plan Provisions

For employees who retire from the Company on or after January 1, 1990, the Plan shall provide substantially the same level and type of benefits as provided from time to time under the Plan for active bargaining unit employees (except with respect to coverage for prescription drugs, coverage for which will be provided under the prescription drug provisions of the SNET Medical Plan for Retirees).

Effective March 31, 1995, all employees on the active payroll or Eligible Leave of Absence as of March 31, 1995, and who retire on or after March 31, 1995 will be eligible for postretirement medical, dental and group life insurance benefit coverages under the terms of such retiree benefit plans, if, at retirement, the sum of the employee's age and service (each determined as completed years, months and days) is greater than or equal to 75 years.

Catastrophic Coverage Provisions

The SNET Medical Plan for Retirees (the "Plan") will be amended to provide that any employee hired or rehired on or after March 31, 1995 and who subsequently retires from the Company will be eligible for postretirement health coverage that provides catastrophic coverage only, provided, however, that such employee shall not be entitled to any postretirement health coverage (catastrophic or otherwise) under the Plan if the sum of his or her age and service at the time of retirement (each determined as completed years, months and days) is not greater than or equal to 90 years. The Company reserves the right to offer the Catastrophic Plan as currently defined in the Plan or to offer a separate plan.

WORKSHEET 3

4 PAGES

THE SOUTHERN NEW ENGLAND TELEPHONE COMPANY

COMPENSATION DATA

(See Response to Para. 29)

a) Total salary and wages	359,605,000
b) Total benefits	<u>128,338,000</u>
c) Total compensation	487,943,000
d) Percentage to capital	6.2%
e) Total to capital (c * d)	30,252,000
f) Total compensation (e + c)	518,195,000
c) Total number of employees	<u>9,830</u>
Total compensation per employee	<u>\$52,700</u>

FCC REPORT 43-02
ARMIS USOA REPORT
Form M Schedule I-1

Approved by OMB
3060-0395
Expires 05/31/94

COMPANY: Southern New England Telephone
STUDY AREA: Connecticut
PERIOD: From JAN 1993 To DEC 1993
COSA: SNCT

UNRESTRICTED VERSION
SUBMISSION 2
TABLE I-1
PAGE 11 OF 11

TABLE I-1 - INCOME STATEMENT ACCOUNTS
(Dollars in thousands)

Row/ Row/Account Number	Account Title	Amount
	(ba)	(bb)
830	Total number of employees at the end of the year	9,830
840	Number of full-time employees	9,561
850	Number of part-time employees	269
860	Total Compensation for the year	421,394

Southern New England Telecommunications Corp. Employees and Wages - For Month of December 1983

SNET TELCO

SCHEDULE D	PREVIOUS MONTH	CURRENT MONTH	% OF	INCREASE (DECREASE)	PREVIOUS MO.	YEAR TO DATE	YEAR TO DATE	% OF	YEAR TO DATE	INCREASE (DECREASE)
ESTIMATED ALLOCATION	LINE 7C	LINE 7C	LINE 4	FROM PRIOR MONTH	1983	1983	1982	LINE 4	1982	1982
EARNINGS TO FINAL ACCOUNTS	(1)	(4)	(4)	(4)	(2)	(4)	(2)	(4)	(2)	(4)
TOTAL EARNINGS	31,742,477	30,084,848	100.0%	2,321,471	292,328,008	292,328,008	414,843,321	100.0%	414,843,321	8,860,226
BALANCE IN CLEARING ACCOUNTS	(472,024)	862,038	100.0%	1,164,112	82,806	82,806	440,628	100.0%	440,628	234,313
TOTAL TO RECEIVABLES (LINES OF BUSINESS)	1,041,123	1,508,481	100.0%	467,358	12,164,188	12,164,188	11,132,422	100.0%	11,132,422	2,646,267
TOTAL ALLOCATED (LINE 1 MINUS LINE 2 & 3)	31,174,416	28,874,419	100.0%	6,700,001	370,051,808	370,051,808	402,970,270	100.0%	402,970,270	3,886,766
PLANT CONSTRUCTION	1,820,027	2,040,868	6.5%	220,841	20,118,261	20,118,261	28,208,088	6.0%	28,208,088	(4,088,849)
PLANT REMOVALS	268,848	388,384	1.0%	111,816	3,418,748	3,418,748	3,908,087	1.0%	3,908,087	(188,882)
TOTAL TO PLANT (LINE 5 & 6)	2,088,875	2,429,252	6.5%	332,746	23,537,009	23,537,009	32,116,175	6.0%	32,116,175	(4,307,811)
PLANT SPECIFIC EXPENSE	9,320,748	9,722,018	28.4%	1,402,270	88,388,034	88,388,034	105,488,881	27.0%	105,488,881	3,865,162
PLANT NON-SPECIFIC EXPENSE	5,488,640	6,045,837	18.4%	556,088	71,018,883	71,018,883	78,334,822	18.0%	78,334,822	(1,256,261)
TOTAL TO PLANT EXPENSE (LINE 5 & 6)	13,810,286	15,778,868	42.8%	1,968,371	170,418,027	170,418,027	183,823,697	44.0%	183,823,697	2,286,001
TOTAL OTHER EXPENSE	18,267,658	18,888,447	50.7%	3,388,884	177,260,864	177,260,864	176,800,648	48.0%	176,800,648	10,348,447
TOTAL EXPENSE (LINE 10 & 11)	28,087,843	34,446,088	83.5%	5,387,245	347,688,891	347,688,891	360,292,422	84.0%	360,292,422	21,742,348

⑤ ÷ ⑥ = 6.2% percentage of capitalized labor

FCC REPORT 43-02
ARMIS USOA REPORT
Form N Schedule I-1

Approved by OMB
3060-0395
Expires 05/31/94

COMPANY: Southern New England Telephone
STUDY AREA: Connecticut
PERIOD: From JAN 1993 To DEC 1993
COSA: SNCT

UNRESTRICTED VERSION
SUBMISSION 2
TABLE I-1
PAGE 8 OF 11

TABLE I-1 - INCOME STATEMENT ACCOUNTS
(Dollars in thousands)

Row Acct No.		Total	Salary and Wages	Benefits	Rents	Other Expenses
	(aa)	(ab)	(ac)	(ad)	(ae)	(af)
6790	Provis uncollect notes	0	N/A	N/A	N/A	0
710	Total Corp Ops	148,210	57,228	15,151	N/A	75,831
720	Total Ops Exp	1,074,840	359,605	128,338	30,341	556,556
730	Net Ops Rev	345,053	N/A	N/A	N/A	N/A